PERSON SPECIFICATION

Severndale Specialist Academy

Higher Level Teaching Assistant (HLTA) Dec 25

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualifications	• Higher Level Teaching Assistant qualification or equivalent or the willingness and capacity to undertake this study • GCSEs grades 9 - 4 (A* to C) in English and Maths or equivalent	• Evidence of higher level study/qualification	A, I
Work experience and desired vocational training	• Relevant experience working with Children with Special Educational Needs • Significant experience of learning/classroom support	• Experience of working in a Special School with Children with Special Educational Needs	A,I, R,
Other relevant experience and/or interests	• Good knowledge of school based education	• Experience of teaching/coaching • Experience of working with allied professionals such as physiotherapists/SaLT	A, I
Special(ist) knowledge		• Swimming/Hydrotherapy, Team Teach, Makaton, Moving & Handling, IDDSI, Rebound Therapy	A, I
Job related personal skills	• Motivated, punctual and reliable • Ability to relate well to children, staff and parents • Work on own initiative		A, I
Special Working Conditions	• Flexible approach to working environment • Ability to meet the physical demands of the post • Ability to bring to the role, initiative, enthusiasm and commitment	• Undertake training in Restrictive Physical Prevention (Restraint)	A, I

Method of Assessment: (A) application form, (I) interview, (R) references